

WLRN TV, WLRN FM, WKWM FM

EEO Public File Report

October 1, 2020

This EEO Public File Report is filed in Stations WLRN-TV's, WLRN-FM's, and WKWM-FM's Public Inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Since October 2019, station WLRN-TV has filled five (2) full-time vacancies – the positions of Senior Television Director and Business Management Assistant. The positions were advertised on WLRN's website wlrn.org; through internal station postings; advertised through licensee Miami-Dade County Public School's (M-DCPS) website www.dadeschools.net; and through M-DCPS' twitter account.

A diverse pool of applicants applied for these positions. There were two finalists for the Senior Television Director with a Hispanic male being hired. There were three finalists for the Business Management Assistant with a Black female being hired. There were no full-time vacancies for WLRN-FM during the reporting period.

Management level personnel of M-DCPS, including managers at WLRN-FM and WLRN-TV, are given opportunities in training methods of ensuring Equal Employment Opportunity and preventing discrimination.

During the term:

All WLRN employees received training on how to identify forms of harassment in the workplace, and how to report suspected harassment through a webinar provided by the Corporation for Public Broadcasting.

Managers were invited to attend a virtual seminar hosted by The National Press Club on What Would Antiracist Journalism Look Like? As racism and the treatment of people of color in and out of newsrooms has surged to the forefront of conversations, against the backdrop of a pandemic that disproportionately impacts people of color, journalists face many questions: When do 'objectivity' and 'neutrality' mask inequity? How do journalists move from covering protests to systemically telling stories that root out racist treatment in health care, education and other social spheres? And how can journalists practice antiracism in their everyday work?

Internship Programs:

WLRN HIGH SCHOOL INTERNSHIP PROGRAM

The WLRN High School Internship Program provides students the opportunity to experience real-life professional roles in an award-winning media enterprise. Ten (9) professional positions were created including; Television Production Assistant, Newscast Reporter/Producer and Public Affairs Production Assistant. Students were vetted for these

specific internship positions and were required to deliver their resume and attend a “job” interview with their assigned WLRN internship supervisor.

(2) Newscast Reporter & Producer w/quarterly grade evaluations.

(1) Sundial Public Affairs/Production Assistant w/ quarterly grade evaluations.

(6) Television Production Assistants w/ quarterly grade evaluations.

WLRN COLLEGE INTERNSHIP PROGRAM

This yearly program, for local university and college students offers opportunities for paid and academic credit internships in journalism and digital media. The goal of the program is to provide students with an opportunity to learn and develop practical skills through real work experience. Staff members who oversee interns often maintain relationships with them for future part-time or full-time opportunities at WLRN or openings at other broadcast stations in the area.

Fall 2019 Radio Intern

Nirmal Mulaikal, Northwestern University

Spring 2020 Radio Interns

Maria Esquinca, University of Miami

Summer 2020 Radio Interns

Amber Amortegui, Palm Beach Atlantic University

Natalia Clement, Florida International University

Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

WLRN News Director met with several students at the University of Miami School of Communication’s virtual job fair.

Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Education reporter met with several students at Archbishop Edward A. McCarthy High School’s journalism career fair.

Palm Beach County reporter met with students at Broward College journalism class.

Public affairs show and newscast producer spoke at University of Miami journalism class.

Broward County and Education reporters spoke at Florida Scholastic Press Association regional conference at Marjory Stoneman Douglas High School about public records.

Broward County and Education reporters spoke at South Broward High School about public records.

Education reporter spoke at St. Thomas University Communications class about the life of a journalist.

Palm Beach County reporter spoke to Broward College students about WLRN, public radio, journalism after college.

News Director was panelist for Florida Atlantic University event, "Eye on the Media in an Era of Protest: What Needs to Change about the Way We Cover Race?"

Palm Beach County reporter spoke at the Path To College prep program for high school students about journalism and communications careers.

Digital Editor spoke to a high school journalism class at Bard High School Early College in Queens, New York.

Editorial Director and News Director presented to College of New York audio storytelling and podcasting class

News Director moderated a panel at the combined National Association of Black Journalists / National Association of Hispanic Journalists conference titled, "Where do we go from here?" concerning social justice issues.

Vice President/News moderated American Dreamer Awards & Conversation as part of Hispanic Unity of Florida's Entrepreneur Summit.